

There are some industries where servant leadership is a misfit. For instance, a military leader would be ineffective when using servant leadership. This would disable the leader's possibility to take quick decisions that could seriously affect the health of team members. When quick decisions are of great importance, servant leadership is far from the best approach.

3. Losing sight of goals

The heavy emphasis on holistically developing each team member can result in the team losing sight of the organization's goals. A servant leader should bear this in mind and learn how to strike the delicate balance between the two and not sacrifice the purpose of the organization in favor of people development.

4. Motivation is delicate

Servant leadership can also decrease employee motivation. The team starts off with a huge burst of motivation because they feel like they matter. However, that can eventually turn a turn for the worse if the leader takes over to solve specific problems or challenges.

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